



CALIFORNIA MEDICAL FACILITY | PSYCHIATRIC INPATIENT PROGRAM

PSYCHOLOGY FELLOWSHIP HANDBOOK



POSTDOCTORAL PSYCHOLOGY FELLOWSHIP PROGRAM



CALIFORNIA CORRECTIONAL
HEALTH CARE SERVICES



2019 - 2020 TRAINING YEAR

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Site Description: California Medical Facility - Psychiatric Inpatient Program

The California Medical Facility – Psychiatric Inpatient Program (CMF-PIP) (formerly the California Department of State Hospitals-Vacaville) is a licensed psychiatric treatment facility located within a California Department of Corrections and Rehabilitation (CDCR) facility. In 1988, the then entitled Department of Mental Health--Vacaville Psychiatric Program was established to provide acute and intermediate (sub-acute) mental health treatment to patients from all of California's male prisons. These patients are typically experiencing symptoms of a major mental disorder that prevents them from functioning adequately and safely within the larger general prison population. The most common reason for referral to the CMF-PIP is suicidal behavior (ideation, behaviors, or attempts); other common reasons include deterioration in functioning, need for diagnostic clarification, or increase in psychotic symptoms. There are currently 218 beds in the Acute Psychiatric Program and 178 beds in the Intermediate Care Facility Program. Treatment in both programs is provided by an interdisciplinary treatment team (IDTT) comprised of psychiatrists, psychologists, clinical social workers, rehabilitation therapists, registered nurses, medical-technical assistants, and custody officers.

Description of Population Served

The population served is incarcerated males referred for acute or intermediate inpatient mental health care. Between 2004 and 2011, the population has been characterized as younger (Mean Age=37 years), poorly educated (Mean Education=10 years), and predominantly from low socio-economic status (SES) groups (Lowest SES Group=77%). Caucasians (33%) and African Americans (33%) comprise the largest ethnic groups, followed by Latino (25%), and Other (Asian, Native American, Bi-Racial, etc. 8%). As Latinos make up more than 40% of new intakes to the CDCR, there may be a shift over time in the racial, ethnic, and linguistic composition of admissions to the CMF-PIP. The majority of patients coming into the CMF-PIP are found to have a major mental disorder (Schizophrenia Spectrum Disorders=46%, Major Affective Disorders=30%) as well as a co-morbid substance abuse disorder (61%). Most patients (74%) also have either a primary or co-existing severe Axis II personality disorder, typically of the Cluster B (Borderline, Narcissistic, and/or Antisocial) variant.

Myla Young, Ph.D. identified that approximately 24% of patients admitted to the CMF-PIP met criteria for psychopathy. Her study and current investigations note that in this population there is a high incidence of cognitive disorders (60-64%), a history of special education (46%), and a high incidence of severe violence (79% have offenses involving serious physical harm or murder of another person). More recent research at CMF-PIP has found that the typical patient at this facility has made multiple past suicide attempts (Mean # of Attempts=4.3), with no significant difference in race or ethnicity in the number of attempts. A history of institutional violence is high towards both peers (56%) and staff (19%).

Mission, Vision, and Core Values

The mission of CMF-PIP is to provide quality mental health evaluation and treatment to patients. This is accomplished in a safe and therapeutic environment, as part of a continuum of care. Core values include teamwork, innovation, professionalism, dignity and respect, quality of care, as well as safety and security of the institution.

The vision of CMF-PIP is to meet present and future challenges in the provision of quality patient care through professional training, clinical research, and the development, evaluation and improvement

of innovative treatment programs. Professional services are provided with consideration for the complex and diverse needs of the patient population, as well as consideration of the concerns of the community, in a manner consistent with this vision.

The CMF-PIP Psychology Postdoctoral Fellowship follows a practitioner-scholar model of training. Although not accredited by the American Psychological Association (APA), it is structured in accordance with APA accreditation guidelines and with APA Ethical Principles. The fellowship strives to provide competency-based training in psychological assessment and evidenced-based clinical interventions, with correctional mental health patients, in a culturally competent manner. Fellows receive advanced training in several areas of psychological assessment, specifically psychodiagnostic assessment. Fellows may also gain experience in cognitive assessment, neuropsychological assessment, behavioral assessment, violence and/or suicide risk assessment, and in the estimation of sexual offending risk. Fellows may also participate in research assessments to further learning in suicide and violence risk assessment, personality assessment, and to further competencies in program evaluation and in supervision. Training in the culturally-competent assessment of patients is also emphasized. The fellowship provides an excellent training basis for candidates with career goals that involve correctional, forensic, and/or assessment-based clinical or consultative work.

Description of the Psychology Service within the CMF-PIP

There is currently one Chief Psychologist, two Sr. Supervising Psychologists, three Sr. Psychologist Specialists, and twenty-two (22) full-time Staff Psychologists. All staff psychologists are either licensed or in the licensure process. All supervising psychologists have multiple years of experience working as a psychologist in a correctional and/or forensic setting and have experience in the comprehensive psychological assessment of criminal offenders. The standards of practice for psychologists in the service include competence in the following areas: Psychological and neuropsychological assessment, psychological treatment interventions, suicide and violence risk assessment, behavioral planning, and treatment team participation and coordination. Individual staff biographies are available upon request.

In addition to the psychology staff, CMF-PIP's psychiatric service includes three pre-doctoral interns within our APA-accredited internship and three postdoctoral fellowship positions. The postdoctoral fellowship is an APPIC member.

In the past, several research projects have been conducted by the psychology service of this facility, including a comprehensive neuropsychological-psychological description of the population, reviews of treatment outcome measures, and evaluations of community violence, prison violence, psychopathy, recidivism, suicide and self-harm within the population. Dissertation and independent research has been conducted in the past and archival data may be available for future use. Opportunities to be involved in current studies are described below (page 8).

Description of the Psychology Fellowship Program

The CMF-PIP is pleased to offer a postdoctoral fellowship training program, conducted within an inpatient correctional mental health setting. CMF-PIP's Postdoctoral Fellowship program provides up to 2,000 hours of training, with 1,500 hours required for program completion. Fellows receive advanced training in the assessment and treatment of patients referred for inpatient mental health

services by the CDCR. CMF-PIP's Postdoctoral Fellowship training program has been operating continuously since 1999. The fellowship is an APPIC member program and follows APPIC training and selection guidelines.

The CMF-PIP Postdoctoral Fellowship is a generalist clinical psychology training program set in an inpatient correctional hospital. Clinical duties include psychodiagnostic assessment, psychotherapy, and behavioral consultation within the context of IDTT collaboration. Fellows have the opportunity to choose clinical, consultative, and potential research activities to fit with their goals and interests through their Individual Training Plan Agreement (ITPA). All activities are supervised by California-licensed clinical psychologists. Supervised hours accrued in the program are applicable to state licensure requirements.

The fellowship starts the first day of the September pay period (which may include the last day of August) and lasts for a full calendar year. Fellows work 40 hours per week. Fellows receive training that is graduated in complexity and autonomy, based on competency assessment starting with a preliminary self-assessment.

Fellows who are new to CMF-PIP are assigned a 'home' unit, which is usually the same unit where their primary supervisor works. The assignment to a 'home' unit allows the fellow to become familiar with the treatment setting and milieu, and with working on an IDTT. Fellows also gain supervised experience in the assessments and interventions indicated for the specific population on their 'home' unit.

Fellows are assigned a supervisory team, consisting of the primary supervisor, secondary supervisors, and the training director, for the training year. The supervisory team determines, with the fellow, a set of goals for the training year, which may include additional full rotations later in the training year, or part-time, co-occurring secondary training experiences. Fellows are given a stepwise progression to more independent and/or consultative roles, depending on their supervisory team's assessment of the fellow's competency to practice in the areas desired.

Specific training activities include:

- Conduction of multiple types of psychological assessment, including personality/diagnostic testing, cognitive and neuropsychological testing, and risk evaluations. Results are shared with an IDTT and integrated into treatment planning.
- Risk evaluations include assessments of suicide and violence risk, and may include specialized evaluations of the risk of sexual offending.
- Provision of group and individual psychotherapeutic services to individuals in a correctional mental health hospital, using evidence-based or evidence-supported interventions.
- Mentoring of students in our APA-accredited, pre-doctoral internship.

Training activities also may include:

- Consultation to IDTTs regarding patient behavior.

- Specialty or advanced training in an area of psychological assessment, such as in neuropsychological assessment.
- Participation in, or conduction of, program review projects, such as reviewing the effectiveness of novel group treatment interventions.

Program Goals

The overall goal of the CMF-PIP Postdoctoral Training Fellowship is to produce trainees who are well prepared for the independent practice of professional psychology at an advanced level of competency. Specifically, we anticipate that individuals will develop clinical skills for functioning as a practitioner within a correctional setting. The Postdoctoral Training Fellowship includes both general and specific training activities that are sequential and experiential in nature.

Listed below are specific program objectives for all postdoctoral fellows. As a result of training received, postdoctoral fellows will be able to perform the following:

1. Demonstrate advanced skills in the assessment of correctional populations, sufficient to practice on an independent basis.
2. Demonstrate advanced skills in the psychological treatment of correctional populations, sufficient to practice on an independent basis.
3. Demonstrate advanced skills in the provision of consultation to other professionals, or providers, involved with the care of correctional populations, sufficient to practice on an independent basis.
4. Complete the training and experience necessary for applying for, and obtaining, state or provincial license, or certification for the independent practice of psychology.

Goals are accomplished through the following means:

- ITPAs that ensure both general and specific goals for the training year are met.
- Individual supervision (minimum of two hours per week)
- Group supervision (minimum of three to four hours per week)
- Formal didactic seminars
- External training in special topics

Supervision

The fellowship offers rich supervision opportunities. Psychology fellows receive a minimum of two hours of individual supervision per week with their primary supervisor, and a minimum of four hours of group supervision per week. One hour of group supervision covers issues such as: Ethical issues, adjustment to a correctional environment, observation and interviewing skills, diagnostic and differential diagnostic issues, provision of psychological information to patients and IDTTs, treatment planning, goal setting, and treatment implementation. Other group supervisory experiences occur through bi-weekly Case Conferences, and by case presentations in Personality Assessment and Neuropsychology Seminars. Supervision is provided by California Licensed Psychologists who have completed California continuing education training requirements in supervision. Each supervisor is a credentialed staff member with privileges in supervision and in clinical treatment and assessment.

Group Supervision and Seminar Trainings

All fellows participate in the following weekly seminars: Neuropsychological Assessment, Personality Assessment, Clinical Issues, and Case Conference (bi-monthly). Psychology Fellows participate in all seminar discussions and assume responsibility for facilitating one Clinical Issues seminar, one Case Conference presentation, and typically one or two assessment seminar presentations per year. Additional external didactic training opportunities are generally available throughout the academic year. Seminars are facilitated primarily by psychologists, but may also include presentations by IDTT members and community experts.

Trainee Group Supervision (weekly one-hour group): Postdoctoral fellows meet with a licensed staff psychologist for formal group supervision for one hour per week.

Neuropsychology Seminar (weekly one-hour seminar): Topics covered include, but are not limited to, advanced integration of and interpretation of neuropsychological tests, fine points of comprehensive report writing, and the use of neuropsychological assessment for unique clinical disorders and presentations. Additional topics may include neuropsychology of psychiatric disorders, seizure disorders, traumatic brain injury, substance abuse, violence, and psychopathy. Cultural differences, as they relate to neuropsychological assessment, are also discussed. Fellows may present cases within the pre-doctoral internship Neuropsychology Seminar.

Clinical Issues (weekly one-hour seminar): This is a formal didactic training series, whereas the other seminars combine teaching and group supervision. Topics include the major curricula areas required for APA internship accreditation. Thus postdoctoral fellows may assume responsibilities to co-present with staff members on specific curricula areas. These curricula areas include: Theories and methods of assessment and diagnosis, theories and methods of empirically-supported treatments, theories and methods of consultation, theories and methods of evaluation, theories and methods of supervision, strategies of scholarly inquiry, and issues of cultural and individual diversity. Sample topics for this seminar include: Introduction and overview of testing issues, including test proficiency, integrating data, report writing, implications for treatment/feedback to patients, and diagnostic formulation, issues related to institutionalized patients, overview of the correctional system, and prison culture; stabilization and treatment of psychiatric inpatients, treatment of head-injured populations, treatment modalities targeting criminal thinking and behaviors (including the Relapse Prevention Model), professional development and professional ethics, cultural competency with disparity populations, and competency evaluation in supervision. When possible, speakers from within the facility, and from the community, are invited to present on relevant topics. Cultural differences, and the impact of these differences in treatment and assessment, are also emphasized through the Multi- Cultural Task Force, an on-going committee that is open to fellows .

Case Conference (bi-monthly one and a half-hour seminar): This seminar focuses on interpreting and examining complex assessment results and on clinical case formulation. During the conference, the first half of the presentation focuses on assessment data, while the second half examines diagnoses, case conceptualization, and intervention planning. Staff psychologists, fellows, and interns attend the Case Conference and provide clinical feedback regarding cases. Special consideration of multicultural issues is included in case discussions. Fellows present one to two cases at this seminar during the year. Case Conference accounts for three hours of group supervision per month.

Personality Assessment (weekly one-hour seminar): This seminar focuses on the administration, scoring, and interpretation of psychological measures of emotional functioning, including, but not limited to: Rorschach Inkblot Method (R-PAS); PAI; MCMI-III; and MMPI-2. Issues related to clarifying Axis I and Axis II disorders, in relation to test results, are discussed. Personality Assessment Seminar accounts for one hour per week of group supervision.

Trainee Group (weekly one-hour group): Fellows and the pre-doctoral interns meet together for this group. The purpose of the group is to examine group dynamics, the effect of one's professional voice/behavior on others, and the effect of other's behavior on one's professional identity. At the onset of the group, a staff liaison meets with the group to discuss the rules of the group and discusses the monthly tasks the group will be expected to complete. In addition to the staff liaison, individual and group supervisors are available for support and consultation as needed.

Other training opportunities: Fellows are fully integrated into the Psychology Service and may also attend administrative meetings such as Program Meetings, and Psychology Service Meetings. Additional training may be offered throughout the year, including a two-day Rorschach Workshop with Dr. Phil Erdberg, a member of the Rorschach Research Council. Fellows may also attend trainings of particular relevance at other state hospital facilities, and/or of specific interest to the fellow's specific career goals.

Research Activities

Data collection on two studies concluded in the spring 2015. These studies included suicide and violence risk assessment, and yielded over 600 participants.

The opportunity for fellows, inherent in both studies, is to collaborate on professional presentations and papers based on these studies.

There are two new projects in the data collection stage through the testing service and through the Positive Behavior Support Team (PBST) service. The correctional norms project is aimed at establishing normative data on the most commonly administered psychological and cognitive assessment measures for our patient population. Participants are recruited through a routine clinical referral process as well as by random selection. Data is also being collected from existing databases containing previously tested patients admitted to CMF-PIP from May 2007 to May 2017. This study intends to collect data on 500 participants over a three year period. The second project, with our PBST, is an archival study with the goal of establishing the extent to which positive behavioral support interventions are effective with different types of maladaptive behaviors in the CMF-PIP. Fellows may have the opportunity to assist with data collection, entry, and analysis on these projects, as well as the opportunity for developing poster presentations and manuscripts.

Fellow Support

Fellows have independent workstations, as well as access to shared workstations for employment-related use. Each computer workstation has multiple applications, including online access to the internet, email, and to a database of books and journal articles run by the State of California Library. The psychology service has a shared drive with access to relevant forms, articles, policies, manuals,

etc. This shared drive also contains a library of scanned, completed psychological testing reports. There are shared computer workstations with psychological test scoring and interpretation software, as well as workstations with statistical database capabilities. The institution has full-time Informational Technology staff. Clerical supports are not available. Resources for presentations (e.g., PowerPoint, LCD projectors) are available.

Location

Vacaville is a family community of approximately 98,000 people located 52 miles east of San Francisco and 35 miles west of Sacramento. Vacaville is situated approximately 20 miles from the University of California at Davis and 30 miles from Napa. It is approximately a two and a half-hour drive to Lake Tahoe. Vacaville is known to have mild winters and hot summers. Many people come to visit and shop at the Factory Outlets in Vacaville. Downtown Vacaville is rustic with quaint shops and restaurants while other areas of town are more modern.

Requirements and Application Materials

Applicants must have completed all requirements of both an APA-approved doctoral program in psychology, and an APA-approved, one-year, pre-doctoral psychology internship program. Security Clearance is required prior to the interview. Security, Medical & Drug Screenings are required before the start of the fellowship year.

Per APPIC's suggested postdoctoral selection guidelines, the following application timeframe has been established:

- The application deadline for the 2020-2021 training year is January 15, 2020.
- Applicants will be notified of their interview status on January 30, 2020, with interviews held the week of February 17, 2020. We are only able to offer in person interviews.
- Positions will be offered on the Universal Notification Date in 2020, which follows APPIC Postdoctoral Selection Guidelines.

Applicants are asked to submit the following items:

- An on-line application via the APPA CAS. Please also use the APPA CAS to submit the following information:
- Cover letter with statement of interest
- Curriculum Vitae
- Three letters of recommendation (including one from an internship supervisor)
- Completed State Application available online at: <https://jobs.ca.gov/pdf/std678.pdf>
- Completed CMF-PIP Postdoctoral Fellowship Supplemental Application

Salary funding is through civil service appointment. The salary for Postdoctoral Fellows is \$4,206/month (\$50,472/year). There are no unpaid positions. Postdoctoral Fellows have the same holiday, sick leave, and vacation time as other State employees.

In addition, please be aware that:

- A thorough background check, including Live Scan Fingerprinting, will be conducted if you are selected.
- All applicants are required to complete and pass a pre-employment physical, including a comprehensive screening for illegal and unauthorized substances. Illegal substances include marijuana, heroin, cocaine, amphetamines, opiates, PCP, barbiturates and methaqualone. Prescription substances that do not fall under the illegal substances listed, such as Valium, should only be used as prescribed. Medical determination of a person's suitability for hire shall be based on an appraisal of the applicant's ability to safely and efficiently perform the essential functions of the position for which the applicant has applied.

State of California Hiring Practices

Please also note State examination and hiring practices, can be found at the following link:

<https://cphcs.hodesiq.com/index.asp>

The Examination Process

Before applicants can be appointed to a permanent position, they must first take an examination to obtain list eligibility. Permanent hires are made from the eligibility lists created by examining. Examination bulletins contain broad information, which applicants need to review in order to make sure they meet the minimum qualifications to take the exam. If an applicant meets the requirements on the examination bulletin, they may take the examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list.

Obtaining List Eligibility

There are different types of exams. Depending on the classification, you can either take a written exam, oral interview exam, supplemental exam, education and experience exam or a combination exam having more than one exam plan. Your performance in the required examination is compared with the performance of the others who take this test, and all candidates who pass are ranked according to their scores. Applicants need to be successful in all parts of the exam to obtain list eligibility. The exam bulletin indicates which type of exam is being administered.

Once You Have Obtained List Eligibility

Successful candidates are divided into ranks by score. Only those in the top three ranks are "reachable" and ready for appointment. As the ranks are cleared, the next lowest rank becomes reachable. Why wait? Your new State Job is just a click away!

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Statement of Nondiscrimination

The State of California is an Equal Opportunity Employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions) and sexual orientation.

Please see California State laws and regulations regarding nondiscrimination at: <http://www.spb.ca.gov/laws/rules.aspx> Also note that the CMF-PIP maintains an Equal Employment Officer for the protection of all employees.

This Department provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the Human Resources Office. It is an objective of the State of California to achieve a drug-free workplace. Any applicant for state employment is be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service, and the special trust placed in public servants.

Contact Information

For information pertaining to employment opportunities at the CM F - PI P, please contact:

Vacaville Psychiatric Inpatient Program Selection Services

P.O. Box 2297, Vacaville, CA 94696-2297

Phone: (707) 448-6841, x6514

Fax: (707) 453-7045

Hiring Examination Coordinator Onna.Kingi@cdcr.ca.gov

You may obtain brief biographies of program supervisors by contacting the training staff members below. In addition, any inquiries about the program can be addressed to:

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